

SPRING
INTO ACTION



Courtesy of Library of Congress

SPECIAL POINTS OF INTEREST:

- Everything's coming up Rosie
- Moms Rising
- Meet Flo Griffith of MDT
- Host Your Own Party
- Stamp out Cancer
- Meet Rona DeBolt of MDT
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Free Speech

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The Modern Rosie

Attitudes about which jobs are appropriate for men and which ones are appropriate for women are often the result of tradition and socialization. It has been said that heavy physical labor is not for women "as the weaker sex," however, the strength requirements for nontraditional jobs are often exaggerated. Many nontraditional jobs are less physically demanding than housework, and many traditional women's jobs are just as physically demanding as some nontraditional jobs. So why is child rearing, social work and waitressing somehow not as messy or labor intensive?

The U.S. Department of Labor defines a nontraditional job for women as an occupation where fewer than 25% of workers are female. Nontraditional jobs for women range from carpentry to computer repair to forestry. For over a century, inroads have been made on the old gender-specific occupational bias—we don't go into shock any more over women veterinarians or registered nurses who happen to be male. But we still have a ways to go. Women make up 47.6% of Montana's labor force and of that 47.6%, nearly

63% of us are in the labor force (*Current Population Survey, Montana Department of Labor and Industry*). However, only a small portion of women are accounted for in nontraditional industries such as utilities (2.1%), mining (10.9%), and construction (13.0%). Wage disparity exists in Montana as well. 2005 statistics prepared by the Montana Department of Labor illustrate the gap: median wage for males in management, professional, and related occupations is \$30,447; median female wage is \$18,366. For construction occupations, males' median wage is \$30,396 and female is \$19,261. For food preparation and serving related occupations, however: male, \$9,096; female, \$9,522. Throughout history, women have performed heavy labor on the farm and in the fields alongside or without men. During World War II, when many of our men were over-

seas, more than six million women entered the labor force to build ships, airplanes and factory goods. As we enter an era of diminishing labor supply, will there again be a surge in opportunities for women in occupations formerly dominated by males?



As the baby boomers phase out of the workforce, the attitudes of society will likely adapt to a new reality. The smaller labor pool will be able to choose options that benefit their situations. Workplaces that want to attract the best candidates will see the advantages of on-site day care, flex schedules, telecommuting, and non-traditional recruitment.

School counselors will need to ramp up efforts to expose students to occupations that expand horizons, maximize job satisfaction, and stretch pre-conceived ideas of career opportunity. Girls that want to be appliance repairers, or boys that want to be cake decorators, will no longer cause raised eyebrows.

Authors: Margaret Ore and Michelle Robinson

Image courtesy of Library of Congress

What America's Moms Want and What to do About it

There is deep bias against mothers in America today. One national study found mothers are 44% less likely to be hired than equally qualified non-mothers, and are offered an average of \$11,000 lower starting salaries. Another study found women without children make 90 cents to a man's dollar, mothers make 73 cents, and single mothers make about 60 cents to a man's dollar.

On March 24, MomsRising, in partnership with the Interagency Committee for Change by Women (ICCW), sponsored a free documentary showing of *The Motherhood Manifesto*, a poignant and humorous documentary that captures the struggles and successes of mothers in the United States today.

The members of MomsRising are moving important motherhood and family issues to the forefront by providing grassroots support to leaders and organizations addressing key issues such as paid family leave, flexible work options, after-school programs, healthcare for all kids, excellent childcare and living wages.

It's not too late, if you missed the showing at the Myrna. By visiting www.momsrising.org website you can sign up to host your own viewing party. They give fantastic hosting tips and offer the DVD at a nominal fee of only \$6 for one or \$20 for a 5-pack. If purchasing is not an option, turn to page 2 of the newsletter and discover how you can borrow one from the ICCW resource and training library.

Celebrating Women in Nontraditional Employment



Florence Griffith
Materials Lab
Supervisor, MDT

Florence Vlastelic Griffith, daughter of Matt & Florence, grew up in Grass Range, Montana as the seventh child in a family of 11. Griffith dreamed of being a teacher, but instead stayed in her hometown and worked in the General Store for 11 years. She also worked as a part time substitute teacher and cooked in the local café. She married Lewie in 1972. Lewie began work with the Montana Department of Transportation (MDT) fifteen years later. Flo attributes her start with Transportation from a call she received from her husband in January 1990 about a tempo-

rary position in the Lewistown Materials Lab. Flo applied, took a test, and interviewed on the same day. A few days later, she received a call asking when she could start. "My duties consisted of performing tests on gravel, plant mix, doing soil surveys and gravel pit investigations," said Flo of her new job. Flo served as temporary for the lab and construction/engineering for six years before becoming permanent. Eight years after achieving permanent status she was promoted, as one of only two females in the state, to lab supervisor. Her new position

required supervision of two fulltime employees, managing all lab records and performing lab tests. Aside from her daily operations, she also assists in MDT's public outreach program and educates the driving public about work zone and snow-plow safety. "My future plans are to stay employed with MDT, remain in my hometown of Grass Range, and enjoy the opportunities my job affords me," says Flo. "I am very fortunate to have people who have confidence in my ability."

"Democracy does not guarantee equality of conditions, it only guarantees equality of opportunity."

-Irving Kristol



6 cents makes a difference

Training Resource Reviews

The Motherhood Manifesto, Moms Rising, DVD

Narrated by Academy Award-winning actress Mary Steenburgen, this documentary shows dramatically just how far behind all other industrial countries the United States lags in its support for families. Like the book, **The Motherhood Manifesto** is a stirring call to action for all Americans, a film that not only shows what's wrong but what

we can and are doing to improve the lives of American mothers.

Ann Crittenden, author of *The Price of Motherhood*, raved, "The Motherhood Manifesto documentary is a funny, fascinat-



ing, informative and finally infuriating film about motherhood in America. At the end of this one, you'll want to jump out of your seat, rush out the door and, start demanding change immediately!"

For a complete listing of available training resources visit

<http://www.mdt.mt.gov/ccw/training.shtml>.

Stamp Out Breast Cancer

The Stamp Out Breast Cancer Act (Public Law 105-41) resulted from the work of advocates for breast cancer research. This legislation led to the US Postal Service's issuance of a new first-class stamp, the **Breast Cancer Stamp**, which costs 45 cents and can be purchased on a voluntary basis by the public. Net revenues from the Breast Cancer Stamp are used to support breast cancer research at the National Institutes of Health and the US Department of Defense (DOD). The DOD Breast

Cancer Research Program (BCRP) receives 30% of the monies raised from stamp sales.

The Breast Cancer Stamp was first offered for sale in August 1998. Thus far, the DOD BCRP has received \$15,099,323.20 from the stamp's sales proceeds. Congress recently extended the sale of the Breast Cancer Stamp to December 31, 2007. Breast cancer statistics are sobering:

Each year, breast cancer affects 900,000 women worldwide, nearly

200,000 of whom are American, including 50,000 who will die from the disease.

Between one in nine and one in 11 women contracts breast cancer. At least 2.6 million US women have breast cancer, an estimated 1.6 million of whom have undiagnosed disease. Breast cancer is the most common cause of cancer-related death in women 15 to 45 years of age.

Celebrating Women—Part 2

Rona DeBolt, a graduate of Great Falls High School, began her career with the Great Falls Department of Transportation in 1993, supervising a youth program that involved cutting weeds and removing debris from under the highway guardrails. "I was pretty much hooked after that," claims DeBolt, who quickly advanced from a laborer to a maintenance tech IV. "Being able to work outside all year long fits me to a tee. I would get too claustrophobic if my work involved being indoors all day." DeBolt enjoys the heat of the summer and the bite in winter, mixed with the ability to perform a variety of jobs.

When asked what her favorite task is, she quickly replies, "Plowing snow is probably my favorite. At times it is a little challenging and nerve wracking, but at the end of a storm, when the roads are cleared, it's nice to know I was a part of that."

In a profession that is primarily male dominated, DeBolt claims that the majority of her coworkers treat her very well. Jokingly she says, "I kind of scare them every once in awhile, but as a whole, we all have a good working relationship."

DeBolt is also involved with the Transportation Awareness Program and is the large event coordinator

for the Great Falls District. She enjoys talking to people individually and is building up the confidence to present to large groups.

DeBolt has been married nearly 20 years to her husband Mike, whom she met at his father's place of business. Together they have 2 children, Danielle and Taylor. She says, "Danielle is married and I can't wait to be a grandma." Comforted by knowing that good things come in time and without pressuring her daughter, DeBolt continues her passion for working with MDT.



**Rona DeBolt,
Maintenance Tech
IV**

Changing the Future Two Lives at a Time

The ICCW Training Subcommittee was recently approached by the Florence Crittenton Home (FCH) to provide mentoring to residents. Florence Crittenton provides a therapeutic residential setting where pregnant and parenting teens, young women and their children can heal from the past and build a healthy future. For the past 107 years, FCH has maintained a strong tradition of caring for young women, infants and children, and today is a leader in providing bonding and attachment therapy to at risk young mothers and

babies.

Members of the subcommittee initiated a meeting with FCH representatives to discuss the needs of FCH and where ICCW could assist. What unfolded in our discussions is the need for successful women to share experiences of triumphs and obstacles overcome that have led to achievement of personal and professional goals.

ICCW encourages agency women to consider becoming a guest speaker. Please contact either Jacquie Gibson, Chair of subcommittee, 444—4457

or committee member Barbara Bessey 444—4493 to schedule a speaking engagement. The number of sessions is undetermined at this time. These young women need to be reassured that setting goals, even the smallest goal, is worth celebrating and move onto the next goal with confidence.

To learn more about other volunteer positions available at FCH, contact Kelly Downing, Case Manager, 442—6950.

*"One
generation
plants the seeds.*

*The other gets
the shade."*

- Chinese Proverb

Upcoming Brown Bag Workshops

April 18, 2007

Sheila Hogan of the Career Training Institute as she shares about the Barriers of Achievement.

May 17, 2007

Joan Eliel, of the Department of Justice will discuss Living wills Registry.

June 14, 2007

Stephanie Knisley of Big Brothers Big Sisters will discuss how placing caring adults with children is a benefit for all.

Brown Bags are free, open to all state employees, and do not require registra-

tion.

Topics, times, and locations for upcoming Brown Bags will be posted on the ICCW web <http://www.mdt.mt.gov/iccw/>, the MINE or your agency representative may advise you via e-mail.



ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

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**Creating positive change for all state employees
by promoting the full participation of women in
state government.**

Meeting Schedule for 06-07

Apr 19	1:30-3:00 Mitchell, Rm 136
May 17	1:30-3:00 Library, Grizzly Rm
June 21	1:30-3:00 Walt Sullivan, 1st flr

Mark your Calendar

ICCW and award presenter Lt. Governor John Bohlinger will host the **9th Annual 2007 Montana Excellence in Leadership Awards** on Wednesday, May 16, 2007 at 2:30 p.m. in Room 303 (the Old Supreme Court Chambers) in the State Capitol Building (Helena).

May 2 **Women's Health Fair** in the Capitol Rotunda, 11:30 am-1:00 pm
Free to employees, retirees, spouses, friends

Visit ICCW on the web
www.mdt.mt.gov/iccw/

ICCW Survey on SB89

Director Dan Bucks of the Department of Revenue approached ICCW members to assist in sponsoring a survey on the availability and quality of milk expression (breast feeding) facilities for Revenue employees based in the Mitchell Building, Park Ave Building, Liquor Warehouse and Field Office in response to Senate Bill 89.

A total of 108 respondents out of 131 stated that they were not aware of any designated facilities for milk expression in their work location or that (to their knowledge) none existed. A few indicated that there were facilities such as public restrooms or an individual's office space that were utilized.

Fifty five out of 104 respondents thought that a designated facility should be made available. One particular respondent who felt it could be handled more informally states, "I don't know if there needs to be a

specific area designated only for this purpose. Even if an any empty office is made available to an employee during that period of her life, that would be sufficient."



Others in opposition claimed, "If a woman wants to breastfeed their baby they should stay home;" "If nursing mothers get a special place to breastfeed than I also want a special place because I have migraines and

need a dark, quiet room to do my work;" or, "A chair in a restroom should be sufficient." Nursing mothers shared their experiences of lack of privacy, lack of understanding about pumping, the need to work and still provide for their children, and the inaccessibility to electrical outlets, equipment placement and running water. "I used the bathroom on the first floor and a gal was in there with a breast pump. She was sitting on the toilet while she was using it. I felt bad that she was sitting on a toilet in a stall for privacy."

As part of attracting and retaining a younger workforce, other respondents recommended having private facilities available for young mothers as a means to allow them to stay on the job and still provide nourishment for their child.

Send stories or leads to
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